

BEFORE THE DEPARTMENT OF LABOR AND INDUSTRY
STATE OF MONTANA

In the matter of the amendment) NOTICE OF AMENDMENT
of ARM 24.17.127, pertaining to prevailing)
wage rates for public work projects -)
building construction services)

TO: All Concerned Persons

1. On May 18, 2006, the Department of Labor and Industry published MAR Notice No. 24-17-205 regarding the public hearing on the proposed amendment of ARM 24.17.127, pertaining to prevailing wage rates for public works projects for building construction services, at page 1217 of the 2006 Montana Administrative Register, issue no. 10.

2. On June 9, 2006, a public hearing was held at which time members of the public made oral and written comments and submitted documents. Additional written comments were received during the comment period.

3. The department has thoroughly considered the comments and testimony received from the public. The following is a summary of the public comments received and the department's response to those comments:

Comment 1: A commenter objected to certain rates set for sprinkler fitters as being two years out of date, and as a result, are lower than what is being paid on a majority of such work in Montana.

Response 1: The department is aware that there is an inherent delay caused by the survey process and the rate setting process that is established in Montana law. As required by section 18-2-401(13)(a)(ii), MCA, the survey asks that historical information be provided by employers to the department. Following the data collection period, the data is tabulated and processed to calculate the preliminary wage rates. After the preliminary wage rates have been calculated, the department then formally begins the administrative rulemaking process and seeks public comment. The department also recognizes that during the rate-setting process, employers, employees, and labor organizations may have renegotiated wage rates that reflect then-existing market factors. Accordingly, the department recognizes that during periods of increasing wages, the state prevailing wage rates for public works projects will typically be lower than the current market wage rates. Conversely, the department notes that during periods of decreasing wages, the prevailing wage rates will tend to be higher than the current market wage rates.

However, because the submitted data showed a greater than expected discrepancy, and respondents appeared confused by the survey instrument in regards to sprinkler fitters, the department conducted a supplemental survey. The data used from that supplemental survey has been used to set the final rates as noted below.

Comment 2: Another commenter questioned why prevailing wage rates sometimes go down despite a general increase in wages paid in a given occupation.

Response 2: Because the prevailing wage rates are calculated based upon survey results, the wage rates are dependent upon the quality of the survey responses. A lower response rate in a given year, in a specific occupation or region, can cause an apparent decrease in wages for that occupation or region. Likewise, to the extent that survey responses for a given occupation vary more widely, it is possible to end up with an accurately calculated rate that appears higher or lower than expected.

Comment 3: The commenter also questioned the basis for the selection of occupational titles or job categories.

Response 3: The department, in line with the changes being made nationally regarding the description of occupations tracked for occupational statistical purposes, has shifted from an occupational coding system with some 15,000 job titles to a system with only about 820 job titles. The new proposed job descriptions were presented at a public hearing in June 2002 and again in a public meeting on August 19, 2005. The department also had discussions regarding the new classifications with various interested persons during the recent survey cycle. The department notes that the standard job titles (and matching description of job duties) do not necessarily match up to regional customs or the job titles used in some industries or collective bargaining agreements. In addition, new technologies tend to create jobs that may not be captured by existing classification systems. The department invites interested individuals and groups to offer suggestions about how to improve the classification system and what occupational classifications should be surveyed.

Comment 4: A commenter stated that he represented a significant number of operating engineers, some of whom were not registered as construction contractors. The commenter stated that he and his members were not contacted for the survey, despite the fact that those members have a significant involvement in construction.

Response 4: Section 18-2-401(13)(a)(ii), MCA, specifically provides that the department must calculate wages based on survey data based on "work performed by electrical contactors who are licensed under Title 37, chapter 68 [MCA], master plumbers who are licensed under Title 37, chapter 69, part 3 [MCA], and Montana contractors who are registered under Title 39, chapter 9 [MCA], whose work is performed according to commercial building codes." The department does not have the authority to accept survey data by or on behalf of employers who do not meet the statutory criteria.

Comment 5: The same commenter objected to the revised occupational classifications with respect to operating engineers working in the building construction environment, stating that the revised classifications do not reflect the

work being performed. The commenter also presented statewide collective bargaining agreements applicable to the survey period.

Response 5: As a result of the comments and the documents received, the department has revised the occupational classification schedule for operating engineers to reflect the following classifications:

Construction equipment operator – group 2
Construction equipment operator – group 3 (including cranes less than 24 tons)
Construction equipment operator – group 4 (including cranes 25-44 tons)
Construction equipment operator – group 5 (including cranes 45-74 tons)
Construction equipment operator – group 6 (including cranes 75-149 tons)
Construction equipment operator – group 7 (including cranes 150+ tons)

In addition, certain rates for group 2 have been revised as described in paragraph 4 of this notice.

Comment 6: There were a number of comments regarding work performed in particular occupational classifications. Some of the questions related to why previously listed occupations were no longer listed, and other comments related to concerns that certain listed occupations were properly included within the classification of another listed occupation.

Response 6: The classification of "fence erectors" is a separate occupation under the Standard Occupational Classification (SOC) system and under the Dictionary of Occupational Titles (DOT) system. Fence erectors were moved under Laborers Group 2 in 2003; before 2003 this had been a separate occupation for prevailing wage rates. However, the department does not object to this occupation remaining under Laborers (Group 2). Fence erectors has been withdrawn as a separate occupation.

"Form setters" were moved under the Laborers Group 2 in the past because the federal heavy construction determinations listed them in Group 2; however, the department believes it is appropriate to review the corresponding federal building construction rates for the state building construction occupations. Under the federal Davis-Bacon Act determinations, the building construction occupation of "carpenter" lists "Carpenter: including form work" with an associated rate (MT20030006, MT20030007, MT20030008, MT20030034 determinations). The department has concluded that for building construction purposes, "form setter" is covered by the carpenter classification, and is consistent with collective bargaining agreements applicable to building construction services.

Asbestos removal workers are included under the hazardous materials workers classification as an SOC occupational category. However, the asbestos removal worker classification has also historically been part of the Laborers group 2 classification, and the department has no objection to it remaining so. Therefore, the hazardous materials worker classification and rates are withdrawn.

Earth Drillers is an occupation that is contained within the SOC system. A review of the tasks for this occupation shows that the tasks are contained in bargaining agreements in effect for several unions. Since the tasks covered by this occupation are already included under other occupations, this occupational category is withdrawn.

Although highway maintenance workers are included under "construction" in the SOC manual, the manual does not clearly differentiate between occupations associated with building construction, heavy construction, highway construction, and residential construction. As a result, the department has withdrawn this occupation from consideration under the building construction prevailing wages.

Pipelayers have historically been included in building construction prevailing wages under Laborers (Group 3). This follows the layout of occupations listed under the federal Davis-Bacon Act groupings for heavy construction and highway construction wage determinations. However, as noted above, the job groupings under federal heavy and highway construction may differ from those under the federal building construction groupings. In the absence of further information, pipelayers will remain under Laborers (Group 3), although the SOC does break out pipelayers as a separate occupation.

In order to remain consistent with the SOC manual, the occupational title for plumbers and pipefitters will be changed to read "plumbers, pipefitters, and steamfitters." The department notes that it is correcting a typographical error in one district's rates, as noted in paragraph 4.

Comment 7: Survey respondents complained that a couple of the survey categories for occupational classifications were especially confusing.

Response 7: The department acknowledges that there was a particular lack of clarity with the wage and benefit survey instrument with respect to the occupational title of "carpet, floor, and tile installers and finishers" and "insulation workers." In order to remedy the confusion, the department conducted a supplemental survey with a clearer definition of those occupations.

Insulation workers that install roll or batt style insulation are covered under the occupational classification of carpenters. The classification "insulation worker" has been renamed as "Insulation Worker – Mechanical (Heat and Frost)."

For the classification "tile finishers," the SOC system classifies certain of those duties as duties assigned to "Helper – Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters." The department has historically not set wage rates for "helper" occupations. Wage rates for tile finishers were (historically) often drawn from a collective bargaining agreement covering the occupational title of "tile setter." Therefore, the department no longer sets a wage rate for "tile finishers." Questions concerning the correct rate of pay for persons performing work of a lesser nature

than tile setter may be directed to the prevailing wage compliance officer, Department of Labor and Industry, Employment Relations Division, Labor Standards Bureau, at (406) 444-5600.

Comment 8: A commenter questioned why some rates appeared to be set using updated collective bargaining agreements and other rates were not. The commenter posed a similar question with regards to base wage rates and fringe benefit rates.

Response 8: Using the examples mentioned by the commenter, the department notes that while laborers may have a specific collectively bargained travel rate applicable to highway construction, that travel rate is not applicable to building construction services. In addition, base wage rates and fringe benefit rates are calculated separately. Thus, in a particular district, it is possible that one rate is determined by the survey results, while another comes from a collectively bargained agreement. In an adjacent district, both the base wage rate and the fringe benefit rate may be based on a collective bargaining agreement (due to lack of survey data), while in another adjacent district, both rates may be established by survey data. For Laborers (Group 1) the union wage rate was the rate most commonly reported for districts with the exception of District 8; there the survey results prevailed. For Laborers (Group 2) there was sufficient survey response to set wage rates and fringe benefit rates for all districts. However, a typographical error was noted on District 5; the wage is changed from \$13.27 to \$13.72. For District 4 the proposed benefit rate is changed to \$4.90. For Laborers (Group 3) a review of the survey responses shows that there was sufficient response to set a rate for fringe benefits in District 4. Those changes are also noted in paragraph 4. For Laborers (Group 4) survey response was sufficient to set rates in Districts 1, 3, 4, 5, 6, 9, and 10; thus there will be variations in both the wage rates and the fringe benefits rates.

With respect to the occupation of "stone mason," the department notes that it now has received a statewide collective bargaining agreement applicable to the classification, and that it has corrected certain rates as noted in paragraph 4.

Comment 9: A commenter questioned the classification of various occupations related to electrical equipment, including electronic equipment installer and fiber optics installer, and made suggestions as to the appropriate classification structure.

Response 9: The department has endeavored to not lose any occupations when converting from the DOT classification system to the SOC system; however, this was not the case with electricians. Due to research and comments received during an earlier public comment period (see Response 3 above), the department decided to reduce the number of electrical categories. Previously, the department listed the classifications of "electricians (wiremen)," "building automation controls electrician," "fiber optics electrician," and "communications technician." SOC code 47-2111 is assigned to electricians, as workers in this occupation "Install, maintain, and repair electrical wiring, equipment, and fixtures." Electricians also "install or service ... electrical control systems." Because building automation controls electricians are a subset of electricians, the department believes it is appropriate that wages set for

electricians should be also used for building automation controls electricians. Therefore, the occupational category of "electricians" will be noted as including building automation control electricians.

Communications technicians are now coded as SOC 49-2022, "telecommunications equipment installers," consistent with Occupational Information Network (O*NET) code 49-2022.03 (communications equipment mechanics, installers, and repairers). After reviewing the "Sound and Communications Agreement" between the International Brotherhood of Electrical Workers (IBEW) local unions and NECA (National Electrical Contractors Association), and comparing it to the SOC system manual, the department has determined that the classification "telecommunication equipment installers" will be used to include the installation, service, and maintenance of voice, sound, vision, and data transmission. Thus the fiber optics electrician category will fall under the occupation designator of "telecommunications equipment installers," as will the former classification of communications technician. Installation work in the SOC manual and the "Sound and Communications Agreement" associated with this occupational category includes security and fire alarm systems. This is similar in nature to the [former] DOT classifications where fire and burglar alarms work was part of the "Installation of communication, detection, and signaling equipment" occupational group.

Comment 10: The same commenter and a subsequent commenter questioned the rates established in various districts for certain classifications of electricians.

Response 10: As a result of additional data submitted during the comment period, the comments and the department's responses to those comments, the department has revised a number of rates for electrical classifications. In those districts where two collective bargaining agreements appear to apply, the department believes it is required by the provisions of 18-2-402(3), MCA, to set rates so that they do not exceed the lower of the two collectively bargained rates. The revisions in rates for electrical classifications are shown in paragraph 4.

Comment 11: The first commenter also referred to a previous letter sent by the commenter to the department, requesting access to certain documents which the commenter believes constitutes public records, and renewed his request for those documents. Included in the request are all of the survey responses for four specific occupational classifications related to electrical work. Other commenters also mentioned the request, and expressed their opinion that survey responses ought to be open to public inspection.

Response 11: The department notes that pursuant to a previous agreement regarding the request for inspection of documents, the original requester agreed to wait for a response to his request until after the department had concluded this present rate-setting process. The department intends to respond to the commenter's request promptly after the rates being adopted by this rulemaking are published and available in final form on the department's internet web site. The

department will also make sure the other commenters are apprised of the department's response.

Comment 12: A commenter stated that the department ought to consider input from union and non-union craftworkers in determining the appropriate occupational classifications. The commenter cited the example that the constitution of an international ironworker's union referred to 2,128 ironworker categories, but noted that he had reduced that list to approximately ten major classifications. The commenter then stated that many of the rates established for ironworker classifications were too high.

Response 12: After reviewing the submitted collective bargaining agreements, and reviewing the data and resulting rates, the department noted that the wage rates for the three separate ironworker classifications listed are the same. Because there is no apparent appreciable difference in the rates set for the three separate classifications, the department has decided to return to a combined classification for all ironworkers. As part of the department's review, the department corrected certain rates, which are noted below in paragraph 4.

Comment 13: The same commenter also made a number of comments regarding suggestions for public contracting agencies regarding verification of a bidder's safety, performance, and business practices before the award of a contract.

Response 13: The department acknowledges the comments, but notes that because they are outside of the scope of the department's rate-setting authority, and outside the scope of the present rulemaking notice, the department believes that it cannot properly respond to the substance of the comments. The department notes that it does not have any regulatory authority over the procedures used by state and local government entities in evaluating the relative merits of the proposals of various bidders.

Comment 14: A commenter representing carpenters submitted collective bargaining agreements and made comments regarding certain rates for various districts that the commenter believed were incorrectly established. In addition to carpenters, the commenter commented on the rates for the associated classifications of millwrights and "piledrivers."

Response 14: As a result of the comments and data submitted, the department has revised certain rates as noted below in paragraph 4. With respect to the classification of "piledrivers" (referring to the person on the ground directing the insertion of the piling), the department has determined that the appropriate term is "pilebuck" and has amended the classifications accordingly. The department will continue in the future to use the term "pilebuck" to distinguish that classification from an operating engineer who controls the crane and weighted ram that forces the piling into the earth, and is commonly referred to as a "piledriver" or "piledriver operator."

Comment 15: The same commenter also made a comment that the setting of concrete forms has historically been within the jurisdiction of the carpenter's crafts.

Response 15: The department has deleted the separate classification of "forms setter," previously located in the "laborer" section of the publication, as noted in Response 6, above.

Comment 16: Various commenters mentioned the fact that the travel and per diem rates did not accurately reflect increased costs faced today by workers on construction projects.

Response 16: The department recognizes that the use of historical data to set wage and fringe benefit rates (including travel and per diem amounts) may result in rates that are not commensurate with the actual costs experienced. During periods when costs are increasing, the established rate is lower than actual current costs; during periods when costs are decreasing, the established rate is higher than actual current costs. The use of an annual historical survey to establish building construction prevailing rates is provided by statute, however.

Comment 17: Various individuals and entities submitted additional data or documents for inclusion in the rate setting process during the comment period.

Response 17: The department has reviewed the information submitted. The department has incorporated the data as appropriate and has revised certain rates in line with the rate-setting standards. Revised rates are identified below in paragraph 4.

Comment 18: During the public hearing, a commenter referred to an individual's paystub, and stated that in addition to being paid the wages listed, the individual was receiving other payments related to the individual's work, but not being shown as wages. The commenter questioned whether the individual's employer was properly reporting those payments for the purposes of unemployment insurance tax, workers' compensation insurance, and similar programs, and offered to provide that information to the appropriate regulatory authority.

Response 18: The subject of this particular comment does not relate to the subject of this rulemaking project. However, the Department of Labor and Industry notes that it performs various audit functions to determine whether employers are properly reporting wages for unemployment insurance purposes and for certain workers' compensation purposes. Audits are performed both on a random basis and as a result of a particular complaint or claim for benefits.

Comment 19: A commenter stated that the fringe benefit rates for carpenters, laborers group 2, and laborers group 3 should be set at 5% of base wage rate, plus the cost of health benefits, arguing that the cost of providing health care insurance does not vary with geographical location in the state. The commenter suggested that setting such a benefit rate would serve to benefit both the industry and the

workforce, and might lead to such benefits being paid on work that was not part of a public works project.

Response 19: The department does not choose wage or benefits rates based upon desired social or economic goals or outcomes. As provided by law (statutes and administrative rules), the department determines whether survey data identify a standard prevailing wage (or fringe benefit) rate for a given district. If there are insufficient data from the survey responses to identify the prevailing rate, the department follows an established methodology to calculate the prevailing rate. Pursuant to section 18-2-402(3), MCA, rates may not exceed the applicable collectively bargained rate.

4. The rule has been amended exactly as proposed. The publication incorporated by reference in the rule has been amended as follows, stricken matter interlined, new matter underlined:

Carpenters:

	Wage		Benefits	
District 1	\$16.70	<u>\$15.30</u>	\$5.94	<u>\$5.92</u>
District 2	\$16.70	<u>\$15.30</u>	\$8.80	<u>\$7.55</u>
District 3	\$16.70		\$9.90	<u>\$7.90</u>
District 4	\$16.70	<u>\$15.30</u>	\$7.93	<u>\$6.95</u>
District 5	\$15.30		\$6.64	<u>\$5.39</u>
District 6	\$16.70	<u>\$15.30</u>	\$5.66	<u>\$3.66</u>
District 7	\$15.33		\$7.74	<u>\$7.80</u>
District 8	\$16.70	<u>\$15.30</u>	\$5.64	<u>\$4.85</u>
District 9	\$16.70	<u>\$16.79</u>	\$5.43	<u>\$4.20</u>
District 10	\$16.70	<u>\$15.30</u>	\$4.10	<u>\$3.65</u>

Travel

All-districts <u>District 3</u>	0-30 <u>miles</u>	free
	31-50 <u>miles</u>	\$18.00/day
	over 50 <u>miles</u>	\$25.00/day
<u>Districts 1, 2, 4, 5, 6, 8, and 10</u>	0-30 <u>miles</u>	free
	31-50 <u>miles</u>	<u>\$1.00/hr</u>
	over 50 <u>miles</u>	<u>\$1.50/hr</u>
<u>Districts 7 and 9</u>	0-30 <u>miles</u>	free
	31-60 <u>miles</u>	<u>\$3.00/hr</u>
	over 60 <u>miles</u>	<u>\$5.00/hr</u>

Construction laborers, group 2:

	Wage		Benefits	
District 4	\$13.92		\$6.01	<u>\$4.90</u>
District 5	\$13.27	<u>\$13.72</u>	\$4.90	

Construction equipment operators, group 2:

Wage	Benefits
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District 1	\$17.88	<u>\$21.09</u>	\$5.19	<u>\$7.50</u>
District 2	\$17.64	<u>\$21.09</u>	\$6.00	<u>\$7.50</u>
District 3	\$17.88	<u>\$21.09</u>	\$6.00	<u>\$7.50</u>
District 4	\$15.64	<u>\$21.09</u>	\$5.25	<u>\$7.50</u>
District 5	\$17.22	<u>\$21.09</u>	\$4.61	<u>\$7.50</u>
District 6	\$17.88	<u>\$21.09</u>	\$4.87	<u>\$7.50</u>
District 7	\$17.88	<u>\$21.09</u>	\$5.54	<u>\$7.50</u>
District 8	\$17.88	<u>\$21.09</u>	\$5.32	<u>\$7.50</u>
District 9	\$17.88	<u>\$21.09</u>	\$5.50	<u>\$7.50</u>
District 10	\$17.88	<u>\$21.09</u>	\$5.50	<u>\$7.50</u>

Construction equipment operators, group 3:

	Wage		Benefits
District 1	\$21.09	<u>\$21.49</u>	\$7.50
District 2	\$21.09	<u>\$21.49</u>	\$7.50
District 3	\$21.09	<u>\$21.49</u>	\$7.50
District 4	\$21.09	<u>\$21.49</u>	\$7.50
District 5	\$21.09	<u>\$21.49</u>	\$7.50
District 6	\$21.09	<u>\$21.49</u>	\$7.50
District 7	\$21.09	<u>\$21.49</u>	\$7.50
District 8	\$21.09	<u>\$21.49</u>	\$7.50
District 9	\$21.09	<u>\$21.49</u>	\$7.50
District 10	\$21.09	<u>\$21.49</u>	\$7.50

Construction equipment operators, group 4:

	Wage		Benefits	
District 1	\$28.00	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 2	\$28.00	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 3	\$28.00	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 4	\$23.70	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 5	\$22.07	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 6	\$23.31	<u>\$22.15</u>	\$4.17	<u>\$7.50</u>
District 7	\$21.88	<u>\$22.15</u>	\$5.25	<u>\$7.50</u>
District 8	\$24.86	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 9	\$24.46	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>
District 10	\$24.41	<u>\$22.15</u>	\$5.50	<u>\$7.50</u>

Earth-drillers, except oil and gas:

	Wage	Benefit
District 1	\$14.70	NO RATE SET
District 2	\$14.70	NO RATE SET
District 3	\$14.70	NO RATE SET
District 4	\$14.70	NO RATE SET
District 5	\$14.70	NO RATE SET
District 6	\$14.70	NO RATE SET
District 7	\$14.70	NO RATE SET
District 8	\$14.70	NO RATE SET

District 9	\$14.70	NO RATE SET
District 10	\$14.70	NO RATE SET

Travel

All Districts	0-30 mi.	base pay
	30-60 mi.	base pay + \$2.95/hr.
	over 60 mi.	base pay + \$4.70/hr

Electricians:

	Wage	Benefits
District 1	\$23.85 <u>\$25.20</u>	\$9.16
District 2	\$23.85 <u>\$25.20</u>	\$9.16
District 3	\$23.85	\$9.83 <u>\$9.42</u>
District 4	\$23.85	\$9.83 <u>\$9.27</u>
District 5	\$23.85	\$9.83 <u>\$9.27</u>
District 6	\$23.85 <u>\$23.44</u>	\$5.60 <u>\$5.97</u>
District 7	\$23.85 <u>\$23.96</u>	\$9.83 <u>\$9.27</u>
District 8	\$23.44 <u>\$24.88</u>	\$8.10
District 9	\$23.39	\$8.10
District 10	\$23.44	\$8.10 <u>\$9.02</u>

Travel

All districts	0-8 miles	free
	8-50 miles	federal government reimbursement rate
	50 miles and over	\$46.50/day
Districts 1 & 2	0-10 miles	free
	11-45 miles	<u>\$0.45/mile</u>
	over 45 miles	<u>\$45/day subsistence</u>
District 3	0-10 miles	free
	11-55 miles	<u>\$0.35/mile</u>
	over 55 miles	<u>\$40/day subsistence in lieu of travel allowance</u>
Districts 4, 5, 7, 9	0-8 miles	free
	9-50 miles	<u>federal government mileage rate</u>
	over 50 miles	<u>\$46.50/day subsistence in lieu of travel allowance</u>
District 6	0-17 miles	free
	18-60 miles	<u>\$0.405/mile</u>
	over 60 miles	<u>\$50/day in lieu of any other travel time or travel allowance</u>
Districts 8, 10	0-17 miles	free
	18-60 miles	<u>\$0.42/mile</u>
	over 60 miles	<u>\$42/day in lieu of any other travel time or travel allowance</u>

~~Electrical~~ Telecommunication equipment installers

	Wage	Benefits
District 1	\$19.52	\$5.19 <u>\$6.49</u>
District 2	\$15.20 <u>\$19.52</u>	\$9.93 <u>\$6.49</u>

District 3	\$19.52	\$9.83	<u>\$6.49</u>
District 4	\$19.52	\$9.83	<u>\$6.49</u>
District 5	\$19.52	\$9.83	<u>\$6.49</u>
District 6	\$18.84	<u>\$19.52</u>	<u>\$6.00</u>
District 7	\$19.52	\$9.83	<u>\$6.49</u>
District 8	\$18.20	<u>\$19.52</u>	<u>\$4.26</u>
District 9	\$19.52	\$9.83	<u>\$6.49</u>
District 10	\$18.20	<u>\$19.52</u>	<u>\$4.26</u>

Travel

All Districts If requested to use own vehicle, federal rate per mile
For travel away from home where board and lodging is required, the
employee travels on company time and \$60/day limit on food and
lodging.
Federal mileage reimbursement rate each way
Per diem for overnight stay only, reimbursement not to exceed
\$65/day

Fence erectors:

	Wage	Benefit
District 1	\$11.95	\$5.50
District 2	\$11.95	\$5.50
District 3	\$12.60	\$5.50
District 4	\$12.45	\$5.50
District 5	\$12.86	\$5.50
District 6	\$11.74	\$5.50
District 7	\$11.33	\$5.50
District 8	\$10.44	\$5.50
District 9	\$10.61	\$5.50
District 10	\$10.25	\$5.50

Travel

All Districts Per Diem
0 — 10 mi. free zone \$32/day
Over 10 mi. \$.20/mi.

Hazardous material worker:

	Wage	Benefits
District 1	\$19.65	\$1.89
District 2	\$19.65	\$1.89
District 3	\$19.65	\$1.89
District 4	\$19.65	\$1.89
District 5	\$19.65	\$1.89
District 6	\$19.65	\$1.89
District 7	\$19.65	\$1.89
District 8	\$19.65	\$1.89
District 9	\$19.65	\$1.89

District 10 ~~\$19.65~~ ~~\$1.89~~

Travel

All Districts ~~0-30 mi. free zone~~
~~30-60 mi. \$1.00/hr.~~
~~over 60 mi. \$1.50/hr.~~

Highway maintenance worker:

	Wage	Benefit
District 1	NO RATE SET	NO RATE SET
District 2	NO RATE SET	NO RATE SET
District 3	NO RATE SET	NO RATE SET
District 4	NO RATE SET	NO RATE SET
District 5	NO RATE SET	NO RATE SET
District 6	NO RATE SET	NO RATE SET
District 7	NO RATE SET	NO RATE SET
District 8	NO RATE SET	NO RATE SET
District 9	NO RATE SET	NO RATE SET
District 10	NO RATE SET	NO RATE SET

Travel

All Districts

Insulation worker - mechanical (heat and frost):

	Wage		Benefits	
District 1	\$13.88	<u>\$20.96</u>	\$ 4.38	<u>\$10.03</u>
District 2	\$19.61	<u>\$22.20</u>	\$ 5.25	<u>\$10.72</u>
District 3	\$21.94	<u>\$22.43</u>	\$13.55	<u>\$10.72</u>
District 4	\$21.94	<u>\$22.43</u>	\$13.55	<u>\$10.72</u>
District 5	\$21.94	<u>\$22.43</u>	\$13.55	<u>\$10.72</u>
District 6	\$21.94	<u>\$22.43</u>	\$13.55	<u>\$10.72</u>
District 7	\$21.94	<u>\$22.43</u>	\$13.55	<u>\$10.72</u>
District 8	\$21.94	<u>\$22.43</u>	\$13.55	<u>\$10.72</u>
District 9	\$21.94	<u>\$22.43</u>	\$ 5.95	<u>\$10.72</u>
District 10	\$21.94	<u>\$22.43</u>	\$ 5.95	<u>\$10.72</u>

Travel

All Districts	0-15 <u>30</u> miles	free
	15-30 miles	\$0.65/hr
	30-50 miles	\$0.85/hr
	<u>31-40 miles</u>	<u>\$11.50/day</u>
	<u>41-50 miles</u>	<u>\$16/day</u>
	<u>51-60 miles</u>	<u>\$21.50/day</u>
	over 50 <u>60</u> miles	\$1.25/hr <u>\$32.50/day</u>
	<u>per diem</u>	<u>\$54/day</u>

Ironworker - structural steel and reinforcing steel:

	Wage	Benefits
District 1	\$22.37	\$13.33
District 2	\$22.37	\$13.33
District 3	\$20.45	\$13.21 <u>\$12.76</u>
District 4	\$20.45	\$13.21 <u>\$12.76</u>
District 5	\$20.45	\$13.21 <u>\$12.76</u>
District 6	\$20.45	\$13.33 <u>\$12.76</u>
District 7	\$20.45	\$13.33 <u>\$12.76</u>
District 8	\$20.45	\$13.33 <u>\$12.76</u>
District 9	\$20.45	\$13.33 <u>\$12.76</u>
District 10	\$20.45	\$13.33 <u>\$12.76</u>

Travel

Districts 1 & 2	0-45 miles	free
	45 <u>46-60 miles</u>	\$18/day
	<u>61-100 miles</u>	<u>40/day</u>
	over 60 <u>100 miles</u>	\$35/day <u>\$50/day</u>
	per diem	\$35/day
Districts 3 - 10	over 60 miles	\$30/day
	<u>over 50 miles</u>	<u>\$50/day</u>
	per diem	\$30/day

~~Ironworker -- reinforcing steel:~~

	Wage	Benefits
District 1	\$22.37	\$13.33
District 2	\$22.37	\$13.33
District 3	\$22.37	\$13.33
District 4	\$22.37	\$13.33
District 5	\$22.37	\$13.33
District 6	\$22.37	\$13.33
District 7	\$22.37	\$13.33
District 8	\$22.37	\$13.33
District 9	\$22.37	\$13.33
District 10	\$22.37	\$13.33

~~Travel~~ ~~Travel~~

Districts 1 & 2	Districts 3-10
0-45 mi. free zone	Over 60 mi. \$30/day
45-60 mi. \$18/day	
Over 60 mi. \$35/day	

Per Diem	Per Diem
\$35/day	\$30/day

Millwrights:

	Wage		Benefit	
District 1	\$19.25	<u>\$18.79</u>	\$7.85	<u>\$8.80</u>
District 2	\$19.20	<u>\$18.79</u>	\$5.85	<u>\$8.80</u>
District 3	\$19.25	<u>\$18.79</u>	\$4.28	<u>\$8.80</u>
District 4	\$19.25	<u>\$18.79</u>	\$7.55	<u>\$8.80</u>
District 5	\$19.25	<u>\$18.79</u>	\$7.85	<u>\$8.80</u>
District 6	\$19.25	<u>\$18.79</u>	\$7.85	<u>\$8.80</u>
District 7	\$19.25	<u>\$18.79</u>	\$7.85	<u>\$8.80</u>
District 8	\$19.25	<u>\$18.79</u>	\$7.85	<u>\$8.80</u>
District 9	\$19.25	<u>\$18.79</u>	\$7.55	<u>\$8.80</u>
District 10	\$19.25	<u>\$18.79</u>	\$7.55	<u>\$8.80</u>

Travel

<u>All districts</u>	<u>0-30 miles</u>	<u>free</u>
	30-50	\$18.00 day
	<u>31-60 miles</u>	<u>\$3.00/hr</u>
	over 50	\$25.00 free day
	<u>over 60 miles</u>	<u>\$4.80/hr</u>

Pilebuck:

	<u>Wage</u>	<u>Benefits</u>
<u>District 1</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 2</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 3</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 4</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 5</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 6</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 7</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 8</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 9</u>	<u>\$17.04</u>	<u>\$8.80</u>
<u>District 10</u>	<u>\$17.04</u>	<u>\$8.80</u>

Travel

<u>All districts</u>	<u>0-30 miles</u>	<u>free</u>
	<u>31-60 miles</u>	<u>\$3.00/hr</u>
	<u>over 61 miles</u>	<u>\$4.80/hr</u>

Plumbers, and pipefitters, and steamfitters:

	Wage		Benefits
District 2	\$23.41	<u>\$24.31</u>	\$9.43

Sprinklerfitters:

	Wage		Benefits	
District 1	\$23.25	<u>\$25.15</u>	\$10.95	<u>\$11.00</u>
District 2	\$23.25	<u>\$25.15</u>	\$10.95	<u>\$11.00</u>
District 3	\$23.25	<u>\$25.15</u>	\$10.95	<u>\$11.00</u>
District 4	\$23.25	<u>\$25.15</u>	\$10.95	<u>\$11.00</u>

District 5	\$23.25	<u>\$25.15</u>	\$ 3.57	<u>\$11.00</u>
District 6	\$23.25	<u>\$25.15</u>	\$ 3.57	<u>\$11.00</u>
District 7	\$23.25	<u>\$25.15</u>	\$ 2.07	<u>\$11.00</u>
District 8	\$23.25	<u>\$25.15</u>	\$ 3.99	<u>\$11.00</u>
District 9	\$23.10	<u>\$25.15</u>	\$ 2.11	<u>\$11.00</u>
District 10	\$22.90	<u>\$25.15</u>	\$ 2.11	<u>\$11.00</u>

Stone masons:

	Wage	Benefits
District 1	\$23.88 <u>\$23.28</u>	\$8.55
District 2	\$23.88 <u>\$23.28</u>	\$8.55
District 3	\$18.00	\$1.25
District 4	\$18.00	\$1.25
District 5	\$18.00 <u>\$21.80</u>	\$1.25 <u>\$8.30</u>
District 6	\$18.00	\$1.25
District 7	\$23.88 <u>\$21.23</u>	\$8.55 <u>\$7.65</u>
District 8	\$23.88 <u>\$21.23</u>	\$8.55 <u>\$7.65</u>
District 9	\$23.88 <u>\$21.23</u>	\$8.55 <u>\$7.65</u>
District 10	\$23.88 <u>\$21.23</u>	\$8.55 <u>\$7.65</u>

Teamsters, group 2:

	Wage	Benefits
District 1	\$16.35	\$3.90
District 2	\$16.37	\$6.22 <u>\$5.50</u>
District 3	\$19.55	\$5.50
District 4	\$17.09	\$5.50
District 5	\$18.48	\$5.50
District 6	\$17.41	\$5.50
District 7	\$19.55	\$5.50
District 8	\$16.78	\$7.08 <u>\$5.50</u>
District 9	\$19.55	\$5.50
District 10	\$19.55	\$5.50

Tile setters:

	<u>Wage</u>	<u>Benefits</u>
<u>District 1</u>	<u>\$20.00</u>	<u>\$3.20</u>
<u>District 2</u>	<u>\$20.00</u>	<u>\$3.20</u>
<u>District 3</u>	<u>\$17.00</u>	<u>\$8.75</u>
<u>District 4</u>	<u>\$17.00</u>	<u>\$8.75</u>
<u>District 5</u>	<u>\$20.00</u>	<u>\$3.20</u>
<u>District 6</u>	<u>\$17.00</u>	<u>\$8.75</u>
<u>District 7</u>	<u>\$17.00</u>	<u>\$8.75</u>
<u>District 8</u>	<u>\$17.00</u>	<u>\$8.75</u>
<u>District 9</u>	<u>\$17.00</u>	<u>\$8.75</u>
<u>District 10</u>	<u>\$17.00</u>	<u>\$8.75</u>

Travel

<u>All Districts</u>	<u>0-40 miles</u>	<u>free</u>
	<u>over 40 miles</u>	<u>\$60/day</u>

/s/ MARK CADWALLADER
Mark Cadwallader
Alternate Rule Reviewer

/s/ DORE SCHWINDEN
Dore Schwinden, Deputy Commissioner
DEPARTMENT OF LABOR AND INDUSTRY

Certified by the Secretary of State October 30, 2006